



OCCUPATIONAL HEALTH SERVICES: AN OVERVIEW

Helping you create a healthier, safer and more productive workplace
A concise look at how AXA ICAS's occupational health services can help improve the performance and productivity of your organisation



ICAS WELLBEING

What our occupational health services can do for you

Whatever your organisation or the nature of your business, a large measure of its success rests upon the people you employ. So it pays to look after them.

After all, if they feel they are valued and know that their employer cares about their welfare and wellbeing – they'll work wonders for you.

That's why it's so important to recognise that providing a safe and healthy working environment is vital to the success of your business.

And that's where our occupational health services come in.

These are the key benefits we'll bring to your organisation

We'll help you to:

- **Manage sickness absence more effectively** – leading to increased performance and productivity.
- **Keep up and comply with the latest Health and Safety legislation** – thereby reducing the risks of litigation and claims for compensation
- **Identify and manage health and safety risks in the workplace** – including any health surveillance needs of your workforce.
- **Cut costs** – by reducing sickness absence (especially longer term absences), and also reducing the risks of personal injury and other compensation claims against you.

AXA ICAS – your first choice in occupational health

With our occupational health services on board you'll have the advantage of a wealth of specialist knowledge and expertise working for you.

AXA ICAS occupational health features:

- **Co-ordination of all your occupational health initiatives** – no matter how large or wide-spread your organisation, we can help you identify, secure and introduce the occupational health services you need – and oversee their running to ensure you make the most of what they have to offer.
- **Performance management** – we can help you manage performance issues arising from illness and injury.
- **Access to our national network of occupational health nurses and specialists** – whose close proximity ensures you will get the advice you need straight away.

From pre-employment to medical retirement – we'll help you all the way...

Whether you need professional assistance in determining a candidate's fitness for the job, or specialist advice concerning an employee's eligibility for ill-health early retirement, our occupational health services are on hand to help.

We concentrate on the three key occupational health management areas of **health and safety management, sickness absence and health at work.**

We offer a comprehensive selection of services to give you access to the expertise you need to manage health at work more effectively.

The services you choose depend entirely upon your circumstances.

Health and safety management

Health and safety support – helps you to comply with the Health and Safety regulations and features regular risk assessments and recommendations to prevent costly incident from arising in the first place.

Health surveillance – We can help you monitor employees' health and keep it in good shape. For example, ensuring employees at risk of exposure to hazardous chemicals or radiation are checked regularly to ensure that they are well.

Sickness absence management

Our sickness absence management offer includes policy development, case management (including full assessment), protocols for triggering management and clinical activity, early intervention especially for psychological or musculoskeletal problems. Each of our clients have different issues, sometimes with frequent short term absence or some with long term absence. Each programme is therefore specifically tailored to your needs.

Health at work

Pre-employment medical clearance – helps ensure that prospective employees are fit for the jobs you offer. Pre-employment assessment of candidates health and fitness may prove invaluable should a future compensation claim (eg. for a work related personal injury) arise.

Medical adviser – helps manage your organisation's healthcare needs through the development of in-house medical protocols and policies, co-ordination of personnel and a programme of advice and support.

Medical referral – when an employee is referred by their employer, perhaps due to frequent absence or long term absence, our Medical Adviser will assess the case and recommend an appropriate course of action – ensuring compliance with fitness for work legislation to avoid litigation against the employer.

Manage ill health early retirement – expert support to ensure appropriate utilisation of ill health early retirement funds, and assistance throughout the entire ill health retirement process.

Nurse case management – our occupational health nurses will assist and support an employee back to full health ensuring that they are receiving appropriate treatment.

For further information, just give occupational health services a call on: **0800 17 0800**

Lines are open between 9am and 5pm, Monday to Friday. Calls may be recorded.

While you run your business, let us look after your healthcare needs.

Whether it's improving your employee benefits package, controlling the cost of absence, addressing occupational health issues or providing stress and trauma counselling, we can help.

At AXA ICAS we are dedicated to supporting you, your employees and your business.

INDIVIDUAL MEDICAL INSURANCE
COMPANY MEDICAL INSURANCE
INTERNATIONAL MEDICAL INSURANCE
OCCUPATIONAL HEALTH
HEALTH AND SAFETY
EMPLOYEE ASSISTANCE PROGRAMMES
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TRAVEL INSURANCE

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